



SELBY JENNINGS

PART OF PHAIDON INTERNATIONAL ▼

Global

COMPENSATION GUIDE

Financial Technology

Compensation benchmarking for key
financial technology roles across the
USA, Europe, and APAC.



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Applying These Insights

The following guidance has been collated by our financial technology talent specialists, and is based on real placement data. However, it should be used as a reference point only, as compensation will vary depending on various factors such as a candidate's experience, the exact requirements of the role, and the size and location of the firm.

Please contact us for bespoke benchmarking.



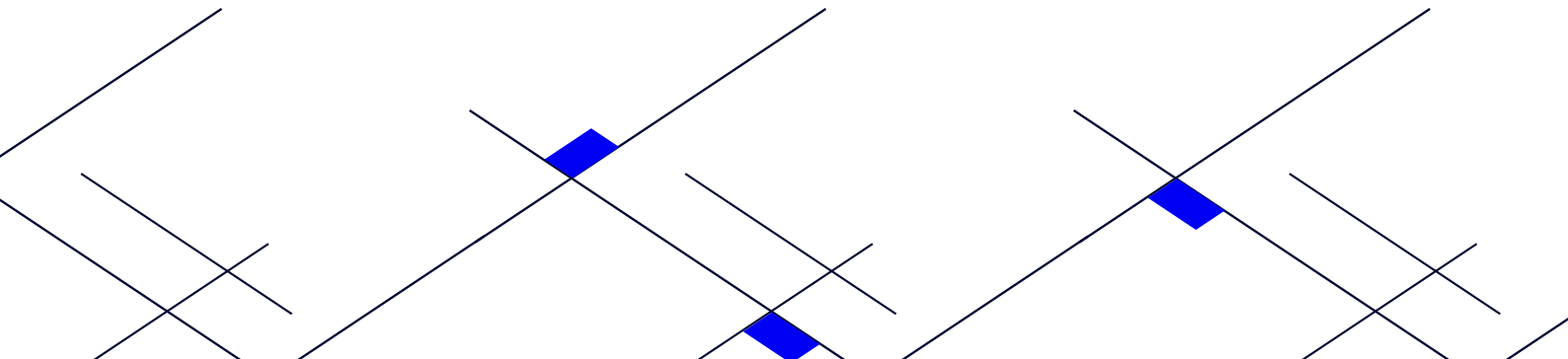
Introduction

The world of financial technology is moving at lightning speed, and it's redefining the global financial system. With increased adoption of new digital solutions like decentralized finance (DeFi) and automated investment strategies, financial firms are aggressively scaling their technology teams to keep up with market demand. While funding slowed in 2023 due to economic uncertainty, there is now a strong rebound in fintech investments, meaning hiring is ramping up again in key areas like payments, lending, and trading technology.

However, with rapid growth comes challenges, including stricter regulatory oversight, heightened cybersecurity threats, and the need for scalable infrastructure to support global adoption. With traditional banks intensifying digital transformation efforts and tech giants moving deeper into financial services, competition for experienced fintech professionals is growing fast. Firms that fail to offer a compelling career proposition risk losing their talent to more agile competitors.

For fintech professionals, staying informed on compensation trends is just as important as keeping up with the latest technologies, and is crucial for career planning and negotiation. With market conditions constantly shifting, salary benchmarks are an essential reference point for anyone transitioning to a new role, renegotiating existing compensation, or assessing long-term incentives.

This guide provides the latest compensation averages for a wide range of specialist and leadership roles across financial technology markets worldwide, helping both firms and professionals align expectations with industry standards and navigate today's financial technology hiring landscape with confidence.





USA

Compensation Guidance

- Technology Talent Benchmark
- AI / ML
- Data Engineer / Scientist – Sell Side / Fintech
- Data Engineer / Scientist – Hedge Funds / Prop Trading
- Software Engineer – Sell Side / Fintech
- Software Engineer – Hedge Funds / Prop Trading
- Cybersecurity Engineer – Sell Side / Fintech
- Cybersecurity Engineer – Hedge Funds / Prop Trading
- Cloud & Infrastructure Engineer – Sell Side / Fintech
- Cloud & Infrastructure Engineer – Hedge Funds / Prop Trading





USA Compensation Guidance

Technology Talent Benchmark						USD
Years of Experience		Base Salary		Typical Bonus		
1 - 4 years		\$100k - \$150k		10 - 15%		
5 - 10 years		\$150k - \$200k		20 - 25%		
10+ years		\$200k+		20 - 30%		

AI / ML						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Analyst (0-3 years)	Base	\$140k - \$175k	\$110k - \$130k	\$120k - \$150k	\$140k - \$175k	\$130k - \$150k
	Total Comp	\$200k - \$375k	\$140k - \$170k	\$150k - \$210k+	\$200k - \$375k	\$150k - \$225k+
Associate (3-6 years)	Base	\$150k - \$250k	\$125k - \$175k	\$150k - \$200k	\$150k - \$250k	\$150k - \$200k
	Total Comp	\$250k - \$700k	\$200k - \$275k+	\$350k - \$400k	\$250k - \$700k	\$350k - \$400k
Vice President (6-10 years)	Base	\$200k - \$325k	\$150k - \$200k+	\$175k - \$250k	\$200k - \$325k	\$175k - \$250k
	Total Comp	\$300k - \$1MM+	\$220k - \$325k+	\$400k - \$750k+	\$300k - \$1MM+	\$400k - \$750k+
Principal / Director (10+ years)	Base	\$300k - \$400k	\$190k - \$240k	\$250k - \$350k	\$300k - \$400k	\$250k - \$350k+
	Total Comp	\$1MM+	\$400k - \$500k+	\$500k - \$850k	\$1MM+	\$500k - \$850k
Managing Director (15+ years)	Base	\$400k - \$1MM	\$200k - \$300k+	\$300k - \$400k	\$500k - \$1MM+	\$300k - \$400k
	Total Comp	\$1MM - \$5MM	\$400k - \$700k+	\$750k - \$1MM+	\$1MM - \$5MM	\$750k - \$1MM+



USA Compensation Guidance

Data Engineer / Scientist – Sell Side / Fintech						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Analyst (0-3 years)	Base	\$110k - \$140k	\$100k - \$125k	\$100k - \$135k	\$110k - \$140k	\$100k - \$135k
	Total Comp	\$140k - \$190k	\$120k - \$160k	\$120k - \$175k	\$140k - \$190k	\$120k - \$175k
Associate (3-6 years)	Base	\$130k - \$175k	\$110k - \$130k	\$120k - \$150k	\$130k - \$175k	\$120k - \$150k
	Total Comp	\$180k - \$250k	\$165k - \$190k	\$175k - \$225k	\$180k - \$250k	\$175k - \$225k
Vice President (6-10 years)	Base	\$175k - \$225k	\$150k - \$200k	\$150k - \$200k	\$175k - \$225k	\$150k - \$200k
	Total Comp	\$250k - \$400k+	\$200k - \$300k+	\$250k - \$350k	\$250k - \$400k+	\$250k - \$350k+
Principal / Director (10+ years)	Base	\$200k - \$300k	\$175k - \$250k	\$200k - \$300k	\$200k - \$300k	\$200k - \$300k
	Total Comp	\$350k - \$750k	\$275k - \$500k+	\$300k - \$600k+	\$350k - \$750k	\$300k - \$600k+
Managing Director (15+ years)	Base	\$250k - \$400k	\$250k - \$350k	\$250k - \$400k	\$250k - \$400k	\$250k - \$400k
	Total Comp	\$500k - \$1MM+	\$400k - \$750k+	\$500k - \$800k+	\$500k - \$1MM+	\$500k - \$800k+



USA Compensation Guidance

Data Engineer / Scientist – Hedge Funds / Prop Trading						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Data Analyst / Engineer (0-3 years)	Base	\$130k - \$200k	\$110k - \$140k	\$125k - \$150k	\$130k - \$200k	\$125k - \$150k
	Total Comp	\$225k - \$350k+	\$150k - \$250k	\$150k - \$300k+	\$225k - \$350k+	\$150k - \$300k+
Data Engineer / Scientist (3-6 years)	Base	\$150k - \$225k	\$125k - \$175k	\$150k - \$200k	\$150k - \$225k	\$150k - \$200k
	Total Comp	\$300k - \$600k+	\$200k - \$300k	\$200k - \$450k	\$300k - \$600k+	\$200k - \$450k
Senior Data Engineer / Scientist (6-10 years)	Base	\$200k - \$300k	\$150k - \$225k+	\$175k - \$250k	\$200k - \$300k	\$175k - \$250k
	Total Comp	\$400k - \$850k+	\$225k - \$400k+	\$250k - \$600k	\$400k - \$850k+	\$250k - \$600k
Principal Data Scientist (10+ years)	Base	\$250k - \$350k	\$175k - \$250k	\$200k - \$275k	\$250k - \$350k	\$200k - \$275k
	Total Comp	\$500k - \$1.2MM	\$300k - \$500k+	\$350k - \$800k	\$500k - \$1.2MM	\$350k - \$800k
Head of Data (15+ years)	Base	\$300k - \$500k	\$250k - \$350k	\$250k - \$400k	\$300k - \$500k	\$250k - \$400k
	Total Comp	\$1MM - \$2MM+	\$400k - \$800k+	\$500k - \$1MM+	\$1MM - \$2MM+	\$500k - \$1MM+



USA Compensation Guidance

Software Engineer – Sell Side / Fintech						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Analyst (0-3 years)	Base	\$120k - \$150k	\$100k - \$120k	\$110k - \$135k	\$120k - \$150k	\$110k - \$135k
	Total Comp	\$150k - \$200k	\$120k - \$150k	\$135k - \$160k	\$150k - \$200k	\$135k - \$160k
Associate (3-6 years)	Base	\$150k - \$215k	\$110k - \$150k	\$120k - \$175k	\$150k - \$215k	\$120k - \$175k
	Total Comp	\$200k - \$300k	\$135k - \$185k	\$175k - \$200k	\$200k - \$350k	\$175k - \$200k
Vice President (6-10 years)	Base	\$200k - \$250k	\$150k - \$190k	\$150k - \$200k	\$200k - \$250k	\$150k - \$200k
	Total Comp	\$250k - \$450k	\$200k - \$300k	\$250k - \$300k	\$250k - \$450k	\$250k - \$300k
Principal / Director (10+ years)	Base	\$225k - \$300k	\$185k - \$250k	\$200k - \$300k	\$225k - \$300k	\$200k - \$300k
	Total Comp	\$350k - \$750k	\$300k - \$500k	\$300k - \$600k	\$350k - \$750k	\$300k - \$600k
Managing Director (15+ years)	Base	\$300k - \$400k	\$250k - \$350k+	\$250k - \$400k	\$300k - \$400k	\$250k - \$400k
	Total Comp	\$800k - \$1MM+	\$500k - \$750k+	\$600k - \$900k+	\$800k - \$1MM+	\$600k - \$900k+



USA Compensation Guidance

Software Engineer – Hedge Funds / Prop Trading						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Software Engineer (0-3 years)	Base	\$130k - \$200k	\$110k - \$140k	\$120k - \$170k	\$140k - \$175k	\$120k - \$170k
	Total Comp	\$225k - \$350k+	\$150k - \$200k+	\$150k - \$250k	\$225k - \$300k+	\$150k - \$250k
Software Engineer (3-6 years)	Base	\$150k - \$225k	\$125k - \$175k	\$150k - \$200k	\$150k - \$200k	\$150k - \$200k
	Total Comp	\$300k - \$600k+	\$200k - \$300k	\$200k - \$400k	\$300k - \$500k	\$200k - \$400k
Senior Software Engineer (6-10 years)	Base	\$200k - \$300k	\$150k - \$200k+	\$175k - \$250k	\$200k - \$300k	\$175k - \$250k
	Total Comp	\$400k - \$850k+	\$225k - \$400k+	\$250k - \$500k	\$400k - \$850k	\$250k - \$500k
Technical Lead / Staff SWE (10+ years)	Base	\$250k - \$350k	\$175k - \$250k	\$200k - \$275k	\$250k - \$350k	\$200k - \$275k
	Total Comp	\$500k - \$1.2MM	\$300k - \$500k+	\$350k - \$800k	\$500k - \$1MM	\$350k - \$800k
Engineering Manager / Principal (15+ years)	Base	\$300k - \$500k	\$250k - \$350k	\$250k - \$400k	\$300k - \$500k	\$250k - \$400k
	Total Comp	\$1M - \$2MM+	\$400k - \$800k+	\$500k - 1MM+	\$1M - \$2MM+	\$500k - 1MM+



USA Compensation Guidance

Cybersecurity Engineer – Sell Side / Fintech						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Analyst (0-3 years)	Base	\$120k - \$130k	\$80k - \$110k	\$80k - \$110k	\$140k - \$170k	\$80k - \$110k
	Total Comp	\$150k - \$180k	\$100k - \$130k	\$100k - \$130k	\$150k - \$200k	\$100k - \$130k
Associate (3-6 years)	Base	\$140k - \$180k	\$120k - \$150k	\$120k - \$150k	\$150k - \$200k	\$120k - \$150k
	Total Comp	\$160k - \$200k	\$150k - \$180k	\$150k - \$180k	\$200k+	\$150k - \$180k
Vice President (6-10 years)	Base	\$200k - \$220k	\$185k - \$210k	\$185k - \$210k	\$220k - \$250k	\$185k - \$210k
	Total Comp	\$250k - \$300k	\$220k - \$300k	\$220k - \$300k	\$300k - \$500k	\$220k - \$300k
Principal / Director (10+ years)	Base	\$300k - \$400k	\$240k - \$280k	\$240k - \$280k	\$300k+	\$240k - \$280k
	Total Comp	\$500k - \$750k+	\$300k - \$400k	\$300k - \$400k+	\$500k - \$600k+	\$300k - \$400k
Managing Director (15+ years)	Base	\$300k - \$400k	\$300k+	\$300k+	\$350k - \$400k+	\$300k+
	Total Comp	\$500k - \$1MM+	\$350k - \$500k+	\$350k - \$500k+	\$500k - \$1MM+	\$350k - \$500k+



USA Compensation Guidance

Cybersecurity Engineer – Hedge Funds / Prop Trading						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Analyst (0-3 years)	Base	\$150k - \$175k	\$125k - \$150k	\$125k - \$160k	\$150k - \$175k	\$125k - \$150k
	Total Comp	\$225k - \$275k	\$175k - \$200k	\$175k - \$220k	\$225k - \$275k	\$175k - \$200k
Associate (3-6 years)	Base	\$150k - \$200k	\$135k - \$175k	\$135k - \$190k	\$150k - \$200k	\$135k - \$175k
	Total Comp	\$275k - \$400k	\$200k - \$275k	\$225k - \$300k	\$275k - \$400k	\$200k - \$275k
Vice President (6-10 years)	Base	\$200k - \$250k	\$175k - \$225k	\$180k - \$225k	\$200k - \$250k	\$175k - \$225k
	Total Comp	\$300k - \$450k	\$275k - \$300k	\$275k - \$350k	\$300k - \$450k	\$275k - \$300k
Principal / Director (10+ years)	Base	\$225k - \$300k	\$200k - \$250k	\$225k - \$250k	\$225k - \$300k	\$200k - \$250k
	Total Comp	\$450k - \$750k+	\$300k - \$400k	\$300k - \$450k+	\$450k - \$750k	\$300k - \$400k
Managing Director (15+ years)	Base	\$225k - \$350k	\$200k - \$275k	\$225k - \$275k	\$225k - \$350k	\$200k - \$275k
	Total Comp	\$500k - \$1MM	\$350k - \$450k+	\$350k - \$500k+	\$500k - \$1MM+	\$350k - \$450k+



USA Compensation Guidance

Cloud & Infrastructure Engineer – Sell Side / Fintech						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Analyst (0-3 years)	Base	\$110k - \$130k	\$90k - \$120k	\$100k - \$130k	\$110k - \$130k	\$100k - \$130k
	Total Comp	\$150k - \$175k	\$120k - \$150k	\$150k - \$160k	\$150k - \$175k	\$150k - \$160k
Associate (3-6 years)	Base	\$125k - \$175k	\$110k - \$150k	\$120k - \$160k	\$125k - \$175k	\$120k - \$160k
	Total Comp	\$185k - \$240k	\$165k - \$200k+	\$175k - \$220k	\$185k - \$240k	\$175k - \$220k
Vice President (6-10 years)	Base	\$175k - \$225k	\$150k - \$200k	\$150k - \$200k	\$175k - \$225k	\$150k - \$200k
	Total Comp	\$300k - \$450k	\$200k - \$350k	\$225k - \$275k	\$250k - \$375k	\$225k - \$275k
Principal / Director (10+ years)	Base	\$250k - \$350k	\$200k - \$275k	\$200k - \$300k	\$250k - \$350k	\$200k - \$300k
	Total Comp	\$400k - \$750k+	\$300k - \$500k+	\$300k - \$600k	\$400k - \$750k	\$300k - \$600k
Managing Director (15+ years)	Base	\$300k - \$400k	\$275k - \$350k	\$300k - \$400k	\$300k - \$400k	\$300k - \$400k
	Total Comp	\$600k - \$1MM+	\$400k - \$750k	\$500k - \$800k+	\$600k - \$1MM+	\$500k - \$800k+



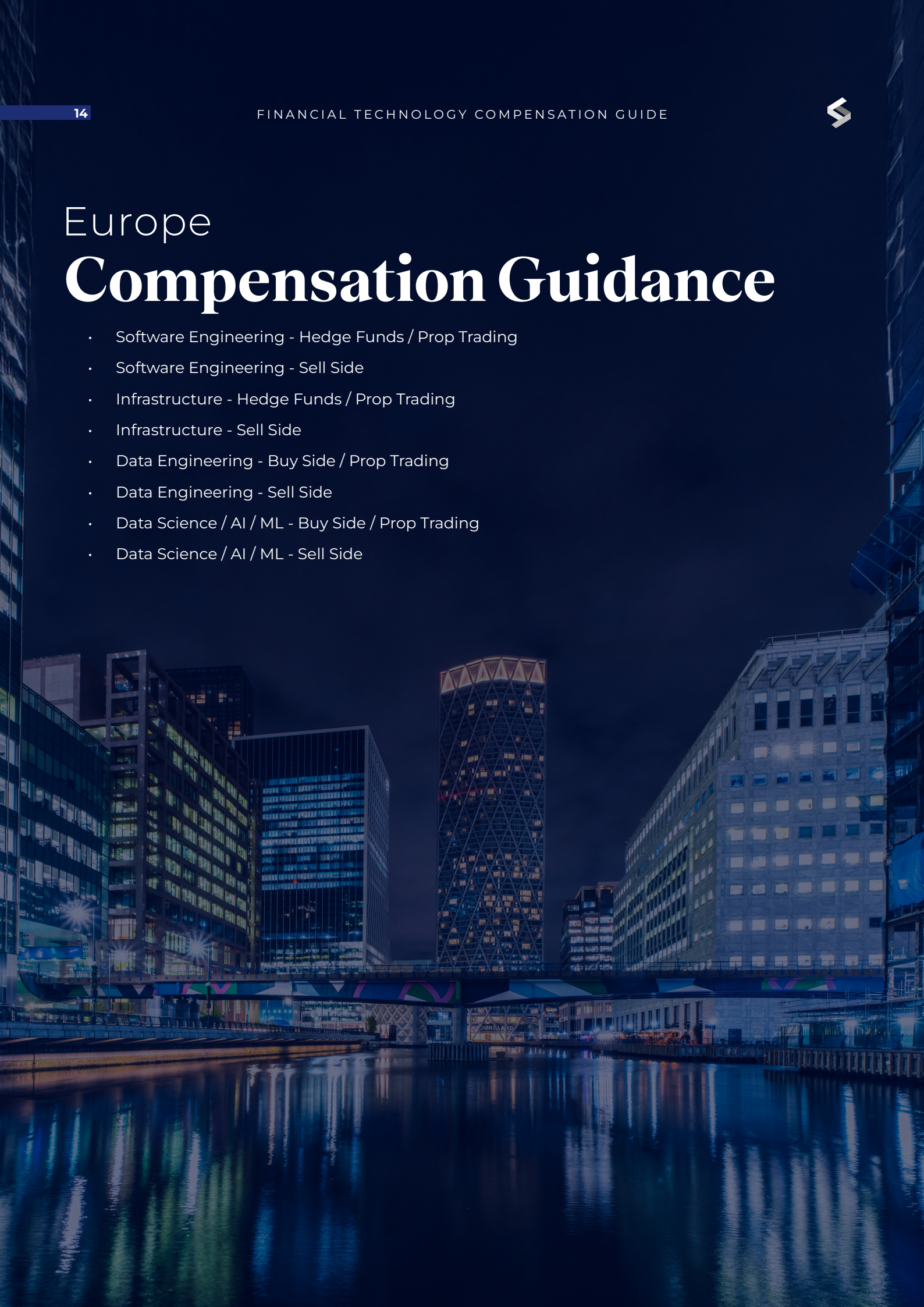
USA Compensation Guidance

Cloud & Infrastructure Engineer – Hedge Funds / Prop Trading						USD
Title	Compensation	New York, NY	Dallas, TX	Austin, TX	San Francisco, CA	Chicago, IL
Cloud / DevOps Engineer (0-3 years)	Base	\$125k - \$175k	\$120k - \$150k	\$120k - \$170k	\$125k - \$175k	\$120k - \$170k
	Total Comp	\$150k - \$250k+	\$150k - \$200k	\$150k - \$220k	\$150k - \$250k+	\$150k - \$220k
Cloud / SRE (3-6 years)	Base	\$150k - \$200k	\$125k - \$175k	\$150k - \$175k	\$150k - \$200k	\$150k - \$175k
	Total Comp	\$250k - \$400k+	\$200k - \$275k	\$200k - \$300k	\$250k - \$400k+	\$200k - \$300k
Senior Cloud / SRE (6-10 years)	Base	\$220k - \$300k	\$150k - \$200k	\$150k - \$200k	\$220k - \$300k	\$150k - \$200k
	Total Comp	\$400k - \$750k+	\$250k - \$400k+	\$250k - \$500k+	\$400k - \$750k+	\$250k - \$500k+
Team Lead Cloud / SRE (10+ years)	Base	\$250k - \$350k	\$200k - \$275k	\$200k - \$300k	\$250k - \$350k	\$200k - \$300k
	Total Comp	\$600k - \$1MM+	\$350k - \$500k+	\$350k - \$600k+	\$600k - \$1MM+	\$350k - \$600k+
Head of Infrastructure (15+ years)	Base	\$300k - \$400k	\$250k - \$350k	\$250k - \$400k	\$300k - \$400k	\$250k - \$400k
	Total Comp	\$750k - \$1.25MM+	\$500k - \$800k	\$500k - \$800k+	\$750k - \$1.25MM+	\$500k - \$800k+



Europe Compensation Guidance

- Software Engineering - Hedge Funds / Prop Trading
- Software Engineering - Sell Side
- Infrastructure - Hedge Funds / Prop Trading
- Infrastructure - Sell Side
- Data Engineering - Buy Side / Prop Trading
- Data Engineering - Sell Side
- Data Science / AI / ML - Buy Side / Prop Trading
- Data Science / AI / ML - Sell Side





Europe Compensation Guidance

Software Engineering - Hedge Funds / Prop Trading

Title	Compensation	London	Germany	Paris	Amsterdam	Switzerland
Associate (0-3 years)	Base	£70k - £140k	€50k - €80k	€50k - €80k	€75k - €120k	75CHF - 90CHF
	Total Comp	£90k - £250k	€60k - €100k	€70k - €120k	€90k - €150k+	100CHF - 150CHF
Associate Vice President (3-6 years)	Base	£80k - £150k	€75k - €150k	€70k - €120k	€75k - €150k	110CHF - 140CHF
	Total Comp	£120k - £400k	€150k - €200k	€120k - €170k	€150k - €200k+	150CHF - 170CHF
Vice President (6-10 years)	Base	£130k - £250k	€75k - €200k	€100k - €150k	€75k - €200k	160CHF - 190CHF
	Total Comp	£160k - £500k	€300k - €400k	€150k - €250k	€300k - €400k	190CHF - 230CHF
Director (10+ years)	Base	£170k - £450k	€75k - €250k	€150k - €250k	€75k - €250k	200CHF - 250CHF
	Total Comp	£300k - £600k	€400k - €500k+	€250k - €350k+	€400k - €500k+	250CHF - 300CHF+
Managing Director (15+ years)	Base	£300k+	€75k - €250k	€250k - €400k+	€75k - €350k+	250CHF - 350CHF+
	Total Comp	£650k+	€500k+	€500k+	€500k+	500CHF+



Europe Compensation Guidance

Software Engineering - Sell Side

Title	Compensation	London	Germany	Paris	Amsterdam	Switzerland
Associate (0-3 years)	Base	£40k - £75k	€30k - €75k	€30k - €45k	€30k - €75k	75CHF - 90CHF
	Total Comp	5 - 20%	10 - 20%	5 - 10%	10 - 20%	10 - 20%
Associate Vice President (3-6 years)	Base	£70k - £100k	€75k - €150k	€45k - €65k	€75k - €150k	100CHF - 140CHF
	Total Comp	10 - 30%	20 - 30%	10 - 30%	20 - 30%	10 - 30%
Vice President (6-10 years)	Base	£100k - £140k	€75k - €200k	€65k - €120k	€75k - €200k	100CHF - 140CHF
	Total Comp	15 - 30%	20 - 30%	15 - 30%	20 - 30%	20 - 30%
Director (10+ years)	Base	£140k - £200k	€75k - €250k	€120k - €150k+	€75k - €200k+	140CHF - 175CHF
	Total Comp	20 - 30%	20 - 30%	20 - 40%	20 - 30%	20 - 40%
Managing Director (15+ years)	Base	£200k - £300k+	€75k - €350k+	€150k+	€75k - €200k+	175CHF+
	Total Comp	30 - 40%	20 - 40%	20 - 40%	20 - 40%	20 - 40%



Europe Compensation Guidance

Infrastructure - Hedge Funds / Prop Trading

Title	Compensation	London	Germany	Paris	Amsterdam	Switzerland
Associate (0-3 years)	Base	£45k - £125k	€45k - €60k	€40k - €80k	€45k - €60k	100CHF - 110CHF
	Total Comp	£110k - £130k	€75k - €85k	€50k - €100k	€75k - €85k	130CHF - 140CHF
Associate Vice President (3-6 years)	Base	£95k - £160k	€65k - €75k	€80k - €100k	€65k - €75k	120CHF - 140CHF
	Total Comp	£130k - £235k	€85k - €120k	€120k - €160k	€85k - €120k	160CHF - 180CHF
Vice President (6-10 years)	Base	£100k - £200k	€75k - €100k	€120k - €170k	€75k - €100k	140CHF - 160CHF
	Total Comp	£160k - £250k	€120k - €190k	€150k - €210k	€120k - €190k	180CHF - 200CHF
Director (10+ years)	Base	£115k - £300k	€75k - €120k	€150k - €230k	€75k - €150k	180CHF - 200CHF
	Total Comp	£250k - £350k	up to €300k+	€210k - €300k+	up to €300k+	250CHF - 400CHF
Managing Director (15+ years)	Base	£140k - £550k	€75k - €200k	€230k - €350k	€75k - €200k	200CHF - 400CHF
	Total Comp	£650k+	up to €500k+	€250k - €400k+	up to €500k+	500CHF+



Europe Compensation Guidance

Infrastructure - Sell Side

Title	Compensation	London	Paris	Amsterdam	Switzerland
Associate (0-3 years)	Base	£35k - £60k	€25k - €35k	€30k - €75k	80CHF - 100CHF
	Total Comp	10 - 20%	10 - 20%	10 - 20%	10 - 20%
Associate Vice President (3-6 years)	Base	£60k - £90k	€35k - €65k	€65k - €90k	120CHF - 130CHF
	Total Comp	20 - 40%	20 - 30%	20 - 30%	20 - 30%
Vice President (6-10 years)	Base	£80k - £100k	€65k - €120k	€90k - €110k	120CHF - 140CHF
	Total Comp	20 - 40%	20 - 30%	20 - 30%	20 - 30%
Director (10+ years)	Base	£90k - £120k	€120k - €150k+	€110k - €130k	140CHF - 200CHF+
	Total Comp	20 - 40%	20 - 40%	20 - 40%	20 - 40%
Managing Director (15+ years)	Base	£120k - £150k+	€150k+	€130k - €160k+	200CHF - 350CHF+
	Total Comp	30 - 40%	20 - 40%	20 - 40%	20 - 40%



Europe Compensation Guidance

Data Engineering - Buy Side / Prop Trading

Title	Compensation	London	Germany	Paris	Switzerland
Associate (0-3 years)	Base	£45k - £85k	€50k - €100k	€40k - €80k	80CHF - 150CHF
	Total Comp	£70k - £100k	€70k - €100k	€65k - €90k	100CHF - 200CHF
Associate Vice President (3-6 years)	Base	£90k - £150k	€90k - €110k	€85k - €150k	150CHF - 200CHF
	Total Comp	£100k - £250k	€110k - €130k	€100k - €250k	200CHF - 250CHF
Vice President (6-10 years)	Base	£150k - £200k	€110k - €130k	€150k - €200k	200CHF - 300CHF
	Total Comp	£250k - £400k	€130k - €160k	€170k - €250k	250CHF - 350CHF
Director (10+ years)	Base	£250k - £400k	€250k - €400k	€250k - €400k	300CHF - 400CHF
	Total Comp	£350k - £650k	€250k - €350k	€250k - €350k	350CHF - 500CHF
Managing Director (15+ years)	Base	£450k+	€350k+	€400k+	400CHF+
	Total Comp	£650k+	€400k+	€550k+	450CHF - 500CHF



Europe Compensation Guidance

Data Engineering - Sell Side

Title	Compensation	London	Germany	Paris	Switzerland
Associate (0-3 years)	Base	£25k - £60k	€35k - €65k	€60k - €80k	90CHF - 110CHF
	Total Comp	£50k - £70k	€60k - €80k	€70k - €100k	120CHF - 130CHF
Associate Vice President (3-6 years)	Base	£70k - £85k	€65k - €100k	€85k - €150k	110CHF - 130CHF
	Total Comp	£80k - £100k	€80k - €100k	€100k - €250k	140CHF - 200CHF
Vice President (6-10 years)	Base	£100k - £125k	€80k - €100k	€150k - €200k	130CHF - 160CHF
	Total Comp	£110k - £150k	€100k - €120k	€170k - €250k	200CHF - 300CHF
Director (10+ years)	Base	£130k - £150k	€100k - €120k	€250k - €400k	200CHF+
	Total Comp	£200k - £250k	€120k - €140k	€250k - €350k+	200CHF+
Managing Director (15+ years)	Base	£250k - £350k+	€120k - €140k	€400k+	400CHF+
	Total Comp	£400k+	€200k+	€550k+	650CHF+



Europe Compensation Guidance

Data Science / AI / ML - Buy Side / Prop Trading

Title	Compensation	London	Paris	Switzerland
Analyst (0-3 years)	Base	£60k - £85k	€48k - €60k	80CHF - 100CHF
	Total Comp	£65k - £100k	€52k - €70k	100CHF - 120CHF
Associate (3-6 years)	Base	£80k - £120k	€75k - €100k	95CHF - 120CHF
	Total Comp	£100k - £175k	€90k - €125k	120CHF - 140CHF
Vice President (6-10 years)	Base	£120k - £180k	€100k - €150k	120CHF - 150CHF
	Total Comp	£140k - £250k	€130k - €200k	150CHF - 200CHF
Principal / Director (10+ years)	Base	£200k - £300k	€160k - €225k	150CHF - 190CHF
	Total Comp	£300k - £400k	€200k - €300k	200CHF - 250CHF
Managing Director (15+ years)	Base	£250k - £350k+	€200k - €300k	200CHF - 300CHF
	Total Comp	£300k - £500k+	€250k - €400k+	300CHF - 400CHF+



Europe Compensation Guidance

Data Science / AI / ML - Sell Side

Title	Compensation	London	Paris	Switzerland
Analyst (0-3 years)	Base	£45k - £75k	€35k - €60k	80CHF - 100CHF
	Total Comp	£55k - £85k	€45k - €70k	100CHF - 120CHF
Associate (3-6 years)	Base	£75k - £110k	€60k - €90k	95CHF - 120CHF
	Total Comp	£100k - £150k	€80k - €120k	120CHF - 140CHF
Vice President (6-10 years)	Base	£110k - £150k	€90k - €120k	120CHF - 150CHF
	Total Comp	£125k - £175k	€100k - €140k	150CHF - 200CHF
Principal / Director (10+ years)	Base	£150k - £200k	€120k - €160k	150CHF - 190CHF
	Total Comp	£200k - £300k	€160k - €240k	200CHF - 250CHF
Managing Director (15+ years)	Base	£200k - £250k	€160k - €200k	200CHF - 300CHF
	Total Comp	£250k - £400k+	€200k - €320k+	300CHF - 400CHF+



APAC Compensation Guidance

Singapore:

- Software Engineer / Developer
- Site Reliability Engineer
- Network / Infrastructure
- Cybersecurity
- Data
- Change Management / Transformation
- AL / ML

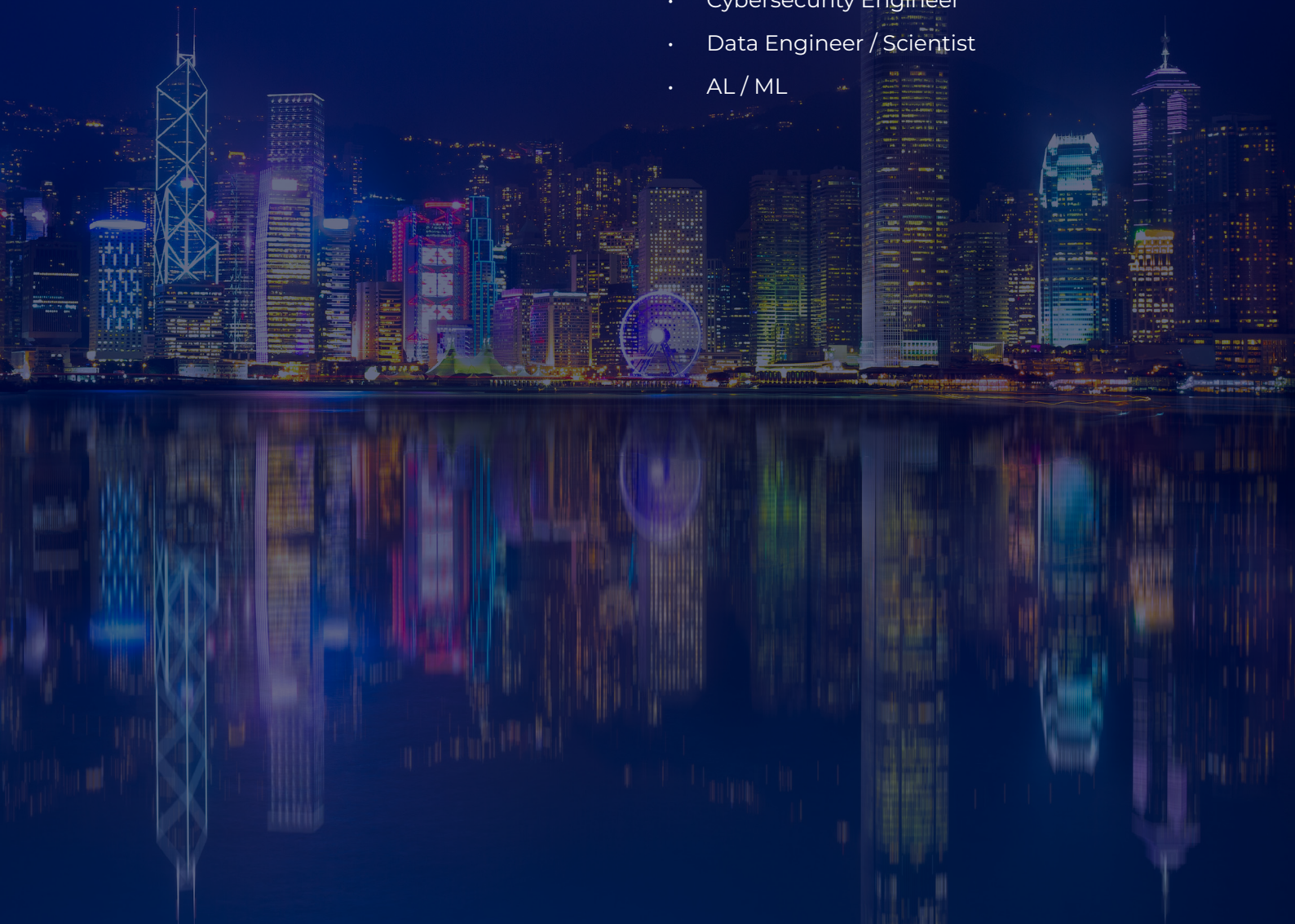
Hong Kong:

Hedge Funds / Prop Trading

- Software Engineer
- Cloud & Infrastructure Engineer
- Cybersecurity Engineer
- Data Engineer / Scientist
- AI / ML

Sell Side / Fintech

- Software Engineer
- Cloud & Infrastructure Engineer
- Cybersecurity Engineer
- Data Engineer / Scientist
- AL / ML





APAC Compensation Guidance

Singapore		
Role	Years of Experience	Yearly Base Salary*
Software Engineer / Developer	5 - 8	SGD 120k - SGD 180k
	9 - 15	SGD 180k - SGD 240K
	15+	SGD 280k+
Site Reliability Engineer	5 - 8	SGD 96k - SGD 150k
	9 - 15	SGD 150k - SGD 200k
	15+	SGD 220k+
Network / Infrastructure	5 - 8	SGD 84k - SGD 120k
	9 - 15	SGD 120k - SGD 180k
	15+	SGD 200k - SGD 240k+
Cybersecurity	5 - 8	SGD 96k - SGD 120k
	9 - 15	SGD 120k - SGD 180k
	15+	SGD 220k+
Data	5 - 8	SGD 84k - SGD 120k
	9 - 15	SGD 120k - SGD 180k
	15+	SGD 250k+
Change Management / Transformation	5 - 8	SGD 72k - SGD 108k
	9 - 15	SGD 120k - SGD 180k
	15+	SGD 240k+
AL / ML	Analyst (0 - 3)	SGD 50k - SGD 80k
	Associate (3 - 6)	SGD 80k - SGD 120k
	Vice President (6 - 10)	SGD 120k - SGD 180k
	Principal / Director (10+)	SGD 180k - SGD 220k
	Managing Director (15+)	SGD 220k - SGD 300k+

*Yearly base salary which does not include bonuses, benefits and other forms of remuneration.



APAC Compensation Guidance

Hong Kong - Hedge Funds / Prop Trading

Role	Years of Experience	Yearly Base Salary*
Software Engineer	1 - 5	HKD 600k - HKD 1.2MM
	5 - 12	HKD 1MM - HKD 1.6MM
	12+	HKD 1.5MM - HKD 2.2MM
Cloud & Infrastructure Engineer	1 - 5	HKD 550k - HKD 800k
	5 - 12	HKD 780k - HKD 1.1MM
	12+	HKD 1.1MM - HKD 1.5MM
Cybersecurity Engineer	1 - 5	HKD 500k - HKD 700k
	5 - 12	HKD 780k - HKD 1MM
	12+	HKD 1.1MM - HKD 1.7MM
Data Engineer / Scientist	1 - 5	HKD 600k - HKD 900k
	5 - 12	HKD 900k - HKD 1.6MM
	12+	HKD 1.5MM - HKD 2.7MM
AI / ML	1 - 5	HKD 720k - HKD 960k
	5 - 12	HKD 900k - HKD 1.3MM
	12+	HKD 1.3MM - HKD 1.8MM

*Yearly base salary which does not include bonuses, benefits and other forms of remuneration.

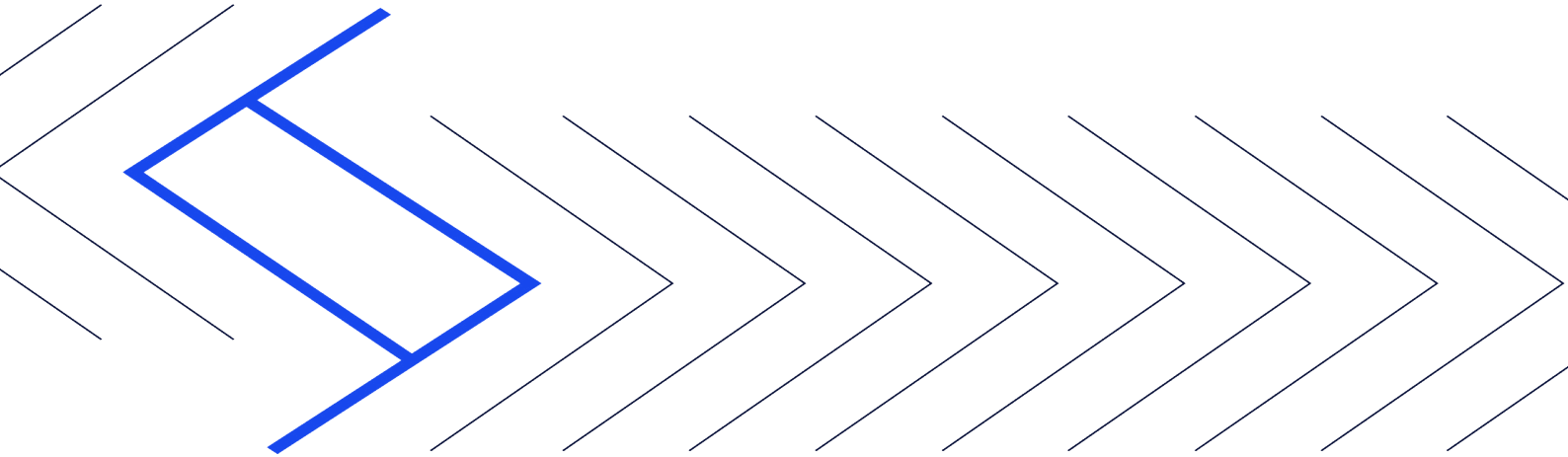


APAC Compensation Guidance

Hong Kong - Sell Side / Fintech

Role	Experience Level	Yearly Base Salary*
Software Engineer	Associate	HKD 420k - HKD 780k
	Vice President	HKD 780k - HKD 1.25MM
	Principal / Director	HKD 1.2MM - HKD 1.8MM
Cloud & Infrastructure Engineer	Associate	HKD 400k - HKD 600k
	Vice President	HKD 540k - HKD 840k
	Principal / Director	HKD 800k - HKD 1.3MM
Cybersecurity Engineer	Associate	HKD 360k - HKD 540k
	Vice President	HKD 600k - HKD 840k
	Principal / Director	HKD 800k - HKD 1.3MM
Data Engineer / Scientist	Associate	HKD 500k - HKD 780k
	Vice President	HKD 700k - HKD 1MM
	Principal / Director	HKD 1MM - HKD 1.8MM
AI / ML	Associate	HKD 480k - HKD 780k
	Vice President	HKD 780k - HKD 1.3MM
	Principal / Director	HKD 1.3MM - HKD 1.8MM

*Yearly base salary which does not include bonuses, benefits and other forms of remuneration.



Summary

As fintech continues to push the boundaries of financial services, having the right people in the right roles will be what separates market leaders from the rest, and there's never been a better time to secure high-impact talent or explore the next step in your career. Firms are scaling fast, competition for skilled professionals is fierce, and the right hiring decisions today will define future success.

Standout compensation packages will be critical to attracting and retaining the best professionals in this fast-moving space, and we hope this salary guide equips you with the insights needed to navigate hiring and career decisions with confidence.

Whether you're looking to build a world-class fintech team or secure your next opportunity, as a leading global financial sciences & services talent partner, **Selby Jennings is here to help you reach your goals and ensure you stay competitive in a rapidly evolving market.**



About Selby Jennings

Selby Jennings is an award-winning, established financial sciences and services talent partner.

Whether that be quantitative analytics, research & trading professionals developing complex financial models to improve a firm's bottom line, or investment management specialists leading the charge on sustainable investments and greener assets to make an impact, we are here to build the right team for you, and have been doing so for 20 years.

Working with the world's largest financial institutions to revolutionary fintech start-ups with all their hiring needs, we have developed relationships with the brightest and boldest minds in banking and finance, and deliver this talent to leading, innovative businesses around the world.

As part of Phaidon International, we are a trusted talent partner working with leading firms and organisations to solve their hiring challenges.

OUR SPECIALISMS

- ◆ Quantitative Analytics, Research & Trading
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- ◆ Insurance & Actuarial
- ◆ Investment Banking
- ◆ Investment Management
- ◆ Sales & Trading
- ◆ Wealth Management
- ◆ Risk Management
- ◆ Audit
- ◆ Compliance
- ◆ Finance & Accounting

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candidates in our talent pool

20,000+

candidates placed so far

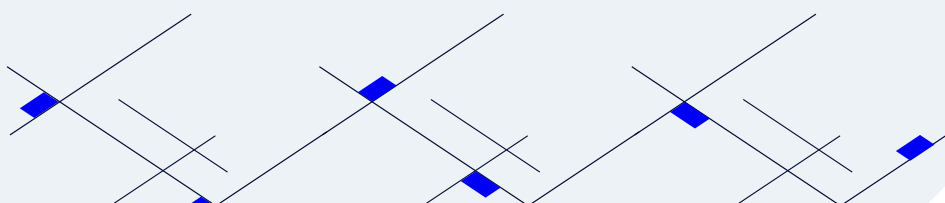
4,000+

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6-8

weeks average vacancy fill time

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Contact Selby Jennings

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